

DEPUTY DIRECTOR
FOR
NATIONAL FOREIGN ASSESSMENT
ANNUAL PERSONNEL REPORT

SUMMARY STATEMENT

NFAC CAREER SERVICE APR ANALYSIS

The following paragraph summarizes the major findings reported in the attached FY 1980 APR submitted by the NFAC Career Service:

25X1 During the five year reporting period (FY 1976 - FY 1980) NFAC reports an increase of [] employees. Thirty-five percent of the Career Service losses in FY 1980 were by resignation, the lowest rate in five years. The FY 1980 retirement figure of 28%, however, is double that of the preceding year. Total NFAC gains exceeded total losses in each year except 1976. Reported gains were the highest in FY 1980. During the reporting period minorities increased from 8.5% to 10% of NFAC on-duty strength and females rose from 37% to 39%. Affirmative Action results in the area of upward mobility matched goals almost 100%. There has not been a discernible trend in promotions, although promotions in FY 1980 were at their highest, i.e., 31 percent. The Career Service has continued to meet its promotion goals. NFAC has maintained the same percentage of PRAs to total strength in FY 1980 as in FY 1976, i.e., one percent. There were four PRAs at the end of FY 1980 which exceeded two years. [] 25X1 counseling cases are reported in FY 1980 representing less than two percent of NFAC on-duty strength. The five year average is the same.